



**Seattle Police Department
Office of the Compliance Coordinator**

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From: Bob Scales
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Date: May 2, 2013

Subject: April 2013 – Progress Report

Summary of SPD Activities

In April 2013, SPD began meeting with DOJ and the Monitor to discuss its initial, January 31, 2013, draft Bias-Free Policing policy and the draft Stops and Detentions policy. During these collaborative discussions, SPD received comments, suggestions and recommendations from both DOJ and the Monitor. SPD took this feedback and incorporated it into its internal policy development process. As a result, revisions to the draft policies were made and a second draft, dated April 16, 2013, was sent to DOJ and the Monitor for review. Another round of discussions was held and DOJ proposed specific edits to both of the policies. These policy discussions are continuing.

SPD and DOJ met with the Monitor on two occasions to discuss the draft of the first Semi-Annual Monitor's Report. These were productive and collaborative discussions.

SPD has begun identifying and contacting potential members of the Crisis Intervention Committee (CIC). DOJ has provided SPD with a very detailed and extensive list of individuals that they would recommend for the CIC and a meeting was held with DOJ and the Monitor to discuss that list. SPD is in the process of inviting these individuals to become members of the CIC and plans to schedule the first CIC meeting in May.

The Monitor has identified a number of deficiencies in SPD's data systems. The Monitor expressed concerns in both the Monitoring Plan and the first Semi-Annual Report, that these IT deficiencies could potentially delay and hinder SPD's ability to comply with the Settlement Agreement. The Monitor

recommended the creation of a relational database that provides business intelligence capabilities including interactive dashboards and the ability to easily conduct ad hoc queries. Such a system would be able to be used throughout the department for supervisory, accountability and risk management purposes. SPD has begun internal discussions to determine the best path forward including identifying the need for additional staffing, financial and consulting resources. SPD will continue to meet with the Monitoring Team to develop the IT improvement plan.

The Use of Force Review Board continues to meet on a weekly basis and members of the Monitoring Team regularly attend and DOJ attorneys occasionally attend. The Monitoring Team has provided ongoing feedback to the Board and as a result improvements and changes have been made to the review process. In April, the Board began viewing relevant videos (both in-car videos and external videos) associated with the use of force incidents. As a result of a case reviewed by the Board, the Department has adopted an interim directive regarding providing additional investigative resources for serious use of force cases. This directive will be in place until the Force Investigation Team policies and manuals have been adopted.

SPD launched a new website where all of the key documents related to the Settlement Agreement and the MOU will be posted. The most recent versions of draft policies and other documents that have been submitted to the Monitor, DOJ and/or the CPC for review, will be posted on the site. In addition, SPD will post documents produced by the CPC and the Monitor, such as the Monitor's Semi-Annual Reports, as is required by the Settlement Agreement. The site has the capability to receive public comments and those comments will be compiled each week and forwarded to the Monitor and DOJ.

April Events/Activities

- City, DOJ and Monitor meet to discuss Bias-Free Policing Policy and Stops and Detentions Policy (Version 1 - April 1 & Version 2 - April 25)
- City, DOJ and Monitor attend the Community Police Commission retreat (April 2) and the Monitor attends a second CPC meeting (April 24)
- Monitor meets with the Human Rights Commission and the Chamber of Commerce (April 9)
- City, DOJ and Monitor meet to discuss the draft of the Monitor's first semi-annual report (April 10 & 25)
- City, DOJ and Monitor meet to discuss the membership of the Crisis Intervention Committee (April 24)
- The new ICV (In Car Video) system demonstrated to Monitor Team (April 24)
- AACA (African American Community Advisory) meeting attended by community members, SPD and Ron Ward of the Monitor Team (April 18, 2012)
- City, DOJ and Monitor meet with SPD IT Director to discuss improvements and upgrades to SPD data systems. (April 25)
- Website for SPD's Office of the Compliance Coordinator goes live <http://www.seattle.gov/police/compliance/default.htm> (April 26)
- Monitor's First Semi-Annual Report filed with the court (April 26)
- Announcement of appointment of new OPA Director (April 26)
- Monitoring Team attends Use of Force Review Board meetings every Tuesday
- Attendance of Firearms Review Board hearing

Materials Provided by SPD

- L.E.E.D. (Listen, Explain, Equity, Dignity) lesson plan and instructor notes (April 5)
- Crisis Intervention Committee – draft list of potential members (April 5)
- Email directive from Chief Sanford on Use of Force Policy and Force Investigation Team resources (April 5)
- Crisis Intervention Committee – draft invitation letter (April 12)
- Revised Biased Policing and Stops and Detentions policies – revisions made after first DOJ/Monitor review (April 16)
- In-Car Video Policy (April 24)
- Summary of OPA complaints regarding violations of In-Car Video Policy (April 26)
- Biased Policing, Terry Stops, and Use of Force policies sent to DOJ in Word format that allows editing (April 26)
- Minutes from AACA meeting of April 18th provided (April 25)
- A SFTP (Secure File Transfer Protocol) Site was introduced to DOJ & MT for future exchange of large documents and information
- May Day IAP (Incident Action Plan) sent to Peter Ehrlichman (April 29)
- Overview of AIM systems Use of Force Report pulling
- Reference binder for Monitor Team on SPD systems and VPN links
- Significant Incident Reports (SIR) provided to Monitor Team
- Chief's Daily briefs provided